

Panaji, 15th March, 2007 (Phalguna 24, 1928)

SERIES I No. 50



# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY No. 2

#### GOVERNMENT OF GOA

Department of Labour

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#### Notification

28/33/2006-LAB (1)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestion and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", as shown in the Schedule below:-

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)

#### UNSKILLED

- |                             |                   |
|-----------------------------|-------------------|
| (1) Helper                  | Rs. 103/- per day |
| (2) Mazdoor Coolie/Labourer |                   |
| (3) Office Boy              |                   |
| (4) Peon                    |                   |
| (5) Cleaner                 |                   |
| (6) Gardener                |                   |
| (7) Chowkidar/Watchman      |                   |
| (8) Manai/Hamal             |                   |
| (9) Sweeper                 |                   |
| (10) Weigh man              |                   |
| (11) Bullock Cart Driver    |                   |

(1)	(2)	(3)
(12) Water Carrier		Rs. 103/- per day
(13) Attendant		
(14) Messenger		
(15) Porter		

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### SEMI-SKILLED

(1) Assistant Cutter	Rs. 113/- per day
(2) Assistant Sharpner	
(3) Assistant Operator	
(4) Assistant Bensaw Man	
(5) Assistant Carpenter	
(6) Assistant Polisher	
(7) Assistant Mistri	
(8) Assistant Dharwala	
(9) Coalman	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### SKILLED

(1) Head Mistri	Rs. 119/- per day
(2) Cutter	
(3) Supervisory	
(4) Sharpner/Dharwala	
(5) Cutter Machine Operator	
(6) Polisher	
(7) Artist	
(8) Driver	
(9) Painter	
(10) Carpenter	
(11) Bensaw Men	
(12) Upholsterer	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### GENERAL STAFF

A. (1) Supervisor in Charge	Rs. 130/- per day
B. (1) Accountant.	Rs. 123/- per day
(2) Office in Charge.	
C. (1) Accounts Clerks	Rs. 122/- per day
(2) Cashier	
(3) Clerk	
(4) Store Keeper	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### EXPLANATION:

- (I) (a) The minimum rates of wages shall consist of all inclusive rates of wages.
- (b) The minimum daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.
- (II) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.
- (c) Skilled work is one, which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or Vocational Institute and the performance of which calls for initiative and judgement.
- (III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc. working in their employment.
- (IV) Both male and female workmen shall be paid the same rates of wages revised for the category and for equal work.
- (V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (VI) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages

fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

- (VII) The minimum rates of wages payable to an adolescent shall be the same as payable to an adult and as revised under this Notification.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

### Notification

28/33/2006-LAB (2)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this**

**Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", as shown in the Schedule below:-

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)

#### CATEGORY - I

(1) Manager	Rs. 129/- per day
(2) Head Clerk	
(3) Accountant	
(4) Chemist	
(5) Section Head	
(6) Sales Supervisor	
(7) Head Operator	
(8) Head Air-conditioning Operator	

Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY - II

##### (A)

(1) Machine Operator	Rs. 122/- per day
(2) Air-conditioning Operator	
(3) Fitter Operator	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

##### (B)

(1) Mechanic	Rs. 119/- per day
(2) Refrigeration Mechanic	
(3) Cashier	
(4) Steno Typist	
(5) Accounts Clerk/Driver	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY - III

(1) Clerk	Rs. 122/- per day
(2) Electrician	
(3) Operator	
(4) Store Keeper	
(5) Sales Supervisory	
(6) Car/Van Driver	
(7) Laboratory Technician	
(8) Loading Hand	
(9) Store Clerk	

(1)	(2)	(3)
(10) Assistant Operator	Rs. 122/- per day	
(11) Assistant Air Conditioner		
(12) Operator		
(13) Welder		

Any other category, by whatever name called, doing the work of the nature done by the persons failing under the foregoing entries.

#### CATEGORY - IV

(1) Laboratory Assistant	Rs. 103/- per day
(2) Trainee Lab. Chemist	
(3) Trainee Operator	
(4) Trainee Charge Hand	
(5) Gardener	
(6) Bottle Washer	
(7) Peon	
(8) Worker	
(9) Watchman	
(10) Labourer/Sweeper	
(11) Boiler Attendant	
(12) Assistant Fitter	
(13) Assistant Operator	

#### EXPLANATION:

- (1) Where, in any area/establishment of Scheduled Employment, wages revised under this Notification are lower than the wages fixed by the Central Government by agreement or settlement or contract or contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor.
- (4) Both men and women workers shall be paid the same rate of wages revised for the category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, as revised under this Notification.

(7) Where part-time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

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#### Notification

28/33/2006-LAB (3)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board,

the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", as shown in the Schedule below:-

#### S C H E D U L E

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 103/- per day
(II)	Semi-skilled	Rs. 117/- per day
(III)	Skilled	Rs. 137/- per day
(IV)	Highly skilled/Supervisory	Rs. 157/- per day
(V)	Clerical	Rs. 135/- per day

#### EXPLANATION:

- (1) (a) The minimum rates of wages shall consist of inclusive rates of wages.
- (b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed/revised shall be computed by dividing the minimum rates of monthly wages fixed/revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed/revised shall be computed by multiplying the daily rate by 26.
- (2) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job
- (b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or

vocational institute and the performance of which calls for initiative and judgement.

- (3) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc. working in their employment.
- (4) Both male and female workmen shall be paid the same rates of wages as revised for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (6) Where, in any area/establishment of Schedule employment, if the wages as revised by this Notification happen to be lower than the wages fixed/revised and payable as per any agreement/settlement or order or Notification or on account of contract and conditions of employment, if any, than the higher rates prevailing shall be payable as minimum wages.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour)

Porvorim, 14th March, 2007.

#### Notification

28/33/2006-LAB (4)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa

(hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products**", as shown in the Schedule below:-

#### S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 103/- per day
(II)	Semi-skilled	Rs. 109/- per day
(III)	Skilled	Rs. 116/- per day
(IV)	Highly Skilled	Rs. 130/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 123/- per day
	(ii) Clerk with graduation	Rs. 138/- per day

#### EXPLANATION:

- (1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

- (2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers have to be paid the same rates of wages revised for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

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#### Notification

28/33/2006-LAB (5)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", as shown in the Schedule below:-

#### S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

#### CATEGORY - I

(1) Manager	Rs. 116/- per day
(2) Head Clerk	
(3) Auditor	
(4) Head Operator/Chief Operator/ /First Operator	
(5) Head Air-Conditioning Operator.	

Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.

#### CATEGORY - II

(1) Assistant Manager	Rs. 111/- per day
(2) Supervisor	
(3) Stenographer	
(4) Clerk	
(5) Telephone Operator	
(6) Typist	
(7) Wireman	
(8) Car/Van Driver	
(9) Operator	
(10) Electrician	
(11) Storekeeper	
(12) Store Clerk.	

Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.

#### CATEGORY - III

(1) Assistant Operator	Rs. 105/- per day
(2) Assistant Air-Conditioning Operator	
(3) Carpenter	
(4) Tinsmith	

(1)	(2)	(3)
(5) Painter/Artist	Rs. 105/- per day	
(6) Winder/Rewinder/Cabin Boy		
(7) Booking Clerk		
(8) Assistant Store-keeper.		

#### CATEGORY - IV

(1) Door Keeper	Rs. 103/- per day
(2) Caretaker	
(3) Reliever	
(4) Lift-man	
(5) Watchman	
(6) Oilman	
(7) Hamal	
(8) Helper	
(9) Battery Boy	
(10) Posterman	
(11) Sweeper	
(12) Cleaner	
(13) Mali	
(14) Gardener	
(15) Peon	
(16) Office Boy	
(17) Cycle Stand Boy	
(18) Handbill Boy	
(19) Attendant	
(20) Messenger	
(21) Announcer	
(22) Scavenger	
(23) Manai/Labourer	
(24) Polishwala.	

#### EXPLANATION:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' Regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages as revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers shall be paid the same rate of wages revised for the same category or for equal work.

- (5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.
- (6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

**Notification**

28/33/2006-LAB (6)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, with

**effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", as shown in the Schedule below:-

**S C H E D U L E**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

**(I) UNSKILLED**

(1) Helper	Rs. 103/- per day
(2) Thread Cutter	
(3) Sweeper	
(4) Peon	
(5) Labourer.	

Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.

**(II) SEMI-SKILLED**

(1) Button Stitcher	Rs. 100/- per day
(2) Button Holders	
(3) Patter Tracers	
(4) Kaj Operators	
(5) Ironing	
(6) Asstt. Tailor	
(7) Asstt. Stitcher.	

Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or Juniors.

**(III) SKILLED**

(1) Master Tailor	Rs. 119/- per day
(2) Cutter	
(3) Designer	
(4) Driver	
(5) Machine Operator	
(6) Stitcher.	

Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.

(1)	(2)	(3)	Notification
<b>(IV) CLERICAL</b>			
(1) Typist		Rs. 123/- per day	28/33/2006-LAB (7)
(2) Telephone Operator			
(3) Receptionist			
(4) Accounts Clerk			
(5) Store Keeper.			
Employees with any other designation falling within the ambit of foregoing Category.			
<b>EXPLANATION:</b>			
(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by Agreement or Settlement or Contract or Contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.			
(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.			
(3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.			
(4) Both male and female workers shall be paid the same rates of wages revised for the same category or for equal work.			
(5) Where, part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.			
(6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.			
By order and in the name of the Governor of Goa.			
<i>Hanumant T. Toraskar, Under Secretary (Labour).</i>			
Porvorim, 14th March, 2007.			
Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, " <b>Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients</b> ", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;			
And whereas the said Gazette was made available to the public on 29-09-2006;			
And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.			
Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, <b>with effect from the date of publication of this Notification in the Official Gazette</b> , the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, " <b>Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients</b> ", as shown in the Schedule below:-			

**S C H E D U L E**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

**HIGHLY SKILLED**

(A) (1) Secretary	Rs. 168/- per day
(1) Lab Technician	
(2) X-Ray Technician	
(3) Senior Physiotherapist	
(4) Senior Occupational Therapist	
(5) Medical and Psychiatrist Social Worker.	
(B) (1) Assistant Manager	Rs. 140/- per day
(2) Head Clerk	
(3) Supervisor	
(4) Accountant (Senior)	
(5) Steward	
(6) Head Cook	
(6) Slimming Coach	
(7) Junior Physician	
(8) Ayurvedic Physician (Diploma)	
(10) Homoco Physician (Diploma)	
(11) Office Superintendent	
(12) Auditor (Senior)	
(13) Malaria Inspector (Senior)	
(14) Senior Surveillance Inspector	
(15) Treatment Organizer	
(16) B.C.G. Team Leader.	

**SKILLED**

(A) (1) Home Sister	Rs. 131/- per day
(2) Theatre Sister	
(3) Nursing Sister	
(4) Public Health Nurse	
(5) Ward Sister	
(6) Theatre Master	
(7) Medico Social Worker	
(8) Staff Nurse	
(9) Health Visitor	
(10) Dietician	
(11) Sr. Technical Asstt.	
(12) Sr. Technical Asstt. (Resp.)	
(13) Sr. Technical Asstt. (Nuclear)	
(14) Sr. Scientifical Asstt. (Endocrine)	
(15) Scientifical Asstt. (Dial)	
(16) Sr. Scientifical Asstt. (Endlos)	
(17) Sr. Pharmacist	
(18) Siomicroscopic	
(19) Tutor Radiology	
(20) Theatre Supervisor	
(21) Tech. Supervisor (Lab.)	
(22) Sr. Photographer	
(23) Physiotherapist	
(24) Occupation Therapist	
(25) Chief Hospital Pharmacist	
(26) Selection Grade Pharmacist	
(27) Sanitary Inspector	
(28) Audio Usual Technician	
(29) Telephone Operator	
(30) Field Assistant	

(1)	(2)	(3)
(31) Blacksmith (Class I)	Rs. 131/- per day	
(32) Malaria Inspector		
(33) Surveillance Inspector.		
(B) (1) Asstt. Home Sister	Rs. 117/- per day.	
(2) Asstt. Theatre Sister		
(3) Asstt. Public Health Nurse		
(4) Asstt. Nursing Sister		
(5) Asstt. Medico Social Worker		
(6) Asstt. Chief Hospital Pharmacist		
(7) Technical Asstt. Radiologist		
(8) Technical Asstt. (CSSD)		
(9) Technical (Bio-Chemistry)		
(10) Technical (Dialysis)		
(11) Technical (Contechtlence)		
(12) Technical (B.Bank)		
(13) Technical (Anaesthesia)		
(14) Technical (Allergy-Clinic)		
(15) Technical (Life Saving)		
(16) Statistical Assistant		
(17) Asstt. Dietician		
(18) Electrician		
(19) Workshop Supervisor		
(20) Radiographer Senior		
(21) Theatre Technician		
(22) E.C.G. Technician		
(23) Technician		
(24) Pharmacist		
(25) Lab. Technician		
(26) Dental Hygienist		
(27) Dental Mechanic		
(28) C.C.U. Assistant		
(29) Urban Leprosy Assistant		
(30) Telephone Monitor		
(31) Artist		
(32) Cook		
(33) Tailor		
(34) Compounder.		

**SEMI - SKILLED**

(1) Dresser	Rs. 108/- per day
(2) Lab. Attendant	
(3) C.S.S.D. Attendant	
(4) Dark Room Attendant	
(5) Sr. Ward Orderlies	
(6) Animal Attendant	
(7) Auxiliary Nurse/Midwife	
(8) Washerman (Dhobi)	
(9) Barber (Hair Cutter)	
(10) Optician	
(11) Lino Operator	
(12) Blacksmith	

**UNSKILLED**

(1) Sweeper	Rs. 103/- per day
(2) Watchman	
(3) Ward Boy	
(4) Peon	
(5) Ray Boy	
(6) Laboratory Boy	
(7) Dental Boy	
(8) Ayas	

(1)	(2)	(3)
(9) Mali	Rs. 103/- per day	
(10) Helper		
(11) Laundry Boy		
(12) Cook Mate		
(13) Kitchen Mate		
(14) Kitchen Servant		
(15) Barber		
(16) Attendant		
(17) Table Maid/Ward Supplier		
(18) Scavenger		
(19) Gate Keeper		
(20) Cleaner		
(21) Woman Labourer		
(22) Record Lifter		
(23) Library Attendant		
(24) Office Attendant		
(25) Dark Room Attendant		
(26) Van Cleaner		
(27) Sampling Helper		
(28) Night Watchman		
(29) Helper (In Physiotherapy Section)		
(30) Stretcher Bearer		
(31) Female Attendant		
(32) Utensil Worker		
(33) Dish-in-action Attendant		
(34) Mess Servant		
(35) Caretaker		
(36) Rice Cleaner (Women)		

#### CLERICAL

(1) Clerk/Office Attendant	Rs. 125/- per day
(2) Telephone Attendant	
(3) Typist	
(4) Cashier	
(5) Steno Typist	
(6) Receptionist.	

#### EXPLANATION:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Wages Board in the Scheduled employment, namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.
- (2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum wages revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) The minimum rates of wages as revised consists of all-inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

(5) Both men and women have to be paid the same rates of wages as revised for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

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#### Notification

28/33/2006-LAB (8)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and

objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette:

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", as shown in the Schedule below:-

## S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

**(I) UNSKILLED**

**Chowkidar** Rs. 103/- per day  
**Watchman.**

Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.

## (II) SEMI-SKILLED

Security Guard (without arms): Rs. 115/- per day

Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.

### (III) SKILLED

Security Guard (with arms), Rs. 127/- per day  
Head Guards (fire fighting),  
Supervisory:

Any other category, by whatever name called, which are of skilled nature.

## **EXPLANATIONS:**

- (1) Where, in any area/establishment of Schedule employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
  - (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
  - (3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
  - (4) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
  - (5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard who is a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorized as skilled or semi-skilled by the concerned employer.
  - (6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.
  - (7) Both men and women workers have to be paid the same rates of wages revised for the same category and for the equal work.

By order and in the name of the Governor of  
Goa

*Hanumant T. Toraskar, Under Secretary  
(Labour)*

**Notification**

28/33/2006-LAB (9)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on**", as shown in the Schedule below:-

**S C H E D U L E**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
<b>(I) UNSKILLED</b>		
(1) Peon		
(2) Mazdoor		
(3) Cleaner		
(4) Helper		
(5) Delivery Bagman		
(6) Sweeper		
(7) Head Operator		
(8) Carpenter-Helper		
(9) Stone Grinder		
(10) Rotary Baller		
(11) Store Baller		
(12) Labourer (Manai)		
(13) Cylinder Baller.		
Any other categories, by whatever names called, which are of unskilled nature.		
<b>(II) SEMI-SKILLED</b>		
(1) Assistant Camera Operator		
(2) Assistant Transfer Printer		
(3) Assistant Etcher		
(4) Letter Press Feeder		
(5) Checker		
(6) Distributor		
(7) Packer		
(8) Embossing Machineman		
(9) Assistant Toucher		
(10) Assistant Copy Paster		
(11) Flat Bed Feeder		
(12) Varnisher		
(13) Wax Machineman		
(14) Cold Powderer		
(15) Wireman		
(16) Type-cutter		
(17) Nine-Baller		
(18) Proof Puller		
(19) Tally Pressman		
(20) Type Dresser		
(21) Roller Maker		
(22) Roller Cutter		
(23) Plate Grainer		
(24) Knife Sharpner		
(25) Ink Grinder		
(26) Wire Stitcher		
(27) Perforator		
(28) Lable Puncher		
(29) Rulling Machine Feeder		
(30) Reaming Man		
(31) Metal Caster.		
Any other categories, by whatever names called, which are of semi-skilled nature.		

(1) (2) (3)

**EXPLANATION:**

**(III) SKILLED-WORKERS**

**(A)**

(1) Lino Operator	Rs. 116/- per day
(2) Mono Operator	
(3) Lino Mechanic	
(4) Foreman	
(5) Head Proof Reader	
(6) Sub Editor	
(7) Reporter	
(8) Offset Foreman	
(9) Camera Operator	
(10) Rotary Foreman	
(11) Flatbed Operator	
(12) Artist	

**(B)**

(1) Ludio Operator	Rs. 111/- per day
(2) Proof Reader	
(3) Printer	
(4) Hand Pressman	
(5) Offset Plate Maker	
(6) Copy Paster	
(7) Punch Maker	
(8) Electrician	
(9) Assistant Foreman	
(10) Cylinder Pressman	
(11) Compositor	
(12) Imposer	
(13) Mono Caster	
(14) Binder	
(15) Cutter	
(16) Carpenter	
(17) Box Puncher	
(18) Mounter.	

Any other categories, by whatever names called, which are of skilled nature.

**(IV) GENERAL**

**(A)**

(1) Head Clerk	Rs. 116/- per day
(2) Accountant	
(3) Supervisor.	

**(B)**

(1) Clerk	Rs. 111/- per day
(2) Typist	
(3) Cashier	
(4) Telephone Operator	
(5) Time Keeper	
(6) Booking Clerks	
(7) Receptionist	
(8) Accounts Assistant	
(9) Steno Typist	
(10) Store Keeper.	

- (1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly, if any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.
- (2) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Wage Board in the Scheduled employment, namely, employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.
- (3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.  
(b) Semi-skilled work is one, which involves skill, or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.  
(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or contractors or sub-contractors, etc.
- (5) The minimum wages revised is an all-inclusive rate including the wages for the weekly day of rest but does not include any bhatta/food allowances.
- (6) Both men and women shall be paid the same rates of wages revised for the same category and for equal work.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category, to which he belongs under this Notification.

**ANNEXURE 'A'**

Norms of Work:

Sr. No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	— do —	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent, 20x30 cent 16 pages	2 Forms.
(4)	Imposer	20x30 cent 16 pages	5 Forms.
(5)	Lino-Operator	12 points English	30.000 cms.
(6)	Hand Composing	12 points English (with Distribution)	3.000 cor- rected cms. 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)
(7)	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 08.000 cms. 06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg. 30 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	
(10)	Printing on Cylinder with make ready	44½ x 57 cent	6.000 copies
	Platten (Power) with Ready	25½ x 38 cent	6.000 copies
	Printing on Cylinder without make ready	44½ x 57 cent	7.500 copies
	Platten (Power) without make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) with make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on Foot) without make ready	25 ½ x 38 cent	6.000 copies

(1)	(2)	(3)	(4)
(11)	Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44 ½ x 57 cms	15,000 Forms
(14)	Ruling on hand fed machine	34 cms x 43 cms sheets	11,000 papers
(15)	Stitching by hand stitching by machine	6 quires, 3 stitching Sections - do -	1,600 Forms 8,000 Forms
(16)	Wire Stitching (Power Driver Machine)		6.000 (Two pins)
	Wire Stitching (Foot Operated machine)		10,000 (one pin) 6.000 (one pin)
(17)	Hand Numbering	10.000 per day consecutive	1,20,000 digits per day

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary  
(Labour).

Porvorim, 14th March, 2007.

**Notification**

28/33/2006-LAB (10)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", as shown in the Schedule below:-

#### S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

#### CATEGORY – I

##### (A)

(1) Supervisor-in-charge	Rs. 129/- per day
(2) Accountant	
(3) Head Operator	
(4) Head Conditioning Operator	
(5) Chemist	
(6) Sales Supervisor	
(7) Head Operator	
(8) Office-in-Charge.	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

##### (B)

(1) Storekeeper	Rs. 122/- per day
(2) Clerk	
(3) Steno Typist	
(4) Supervisor	
(5) Driver	
(6) Salesman Operator	
(7) Grader	
(8) Washing Machine Operator	
(9) Cashier	
(10) Electrician	
(11) Carpenter	
(12) Refrigerator	
(13) Mechanic/Operator.	

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY - II

(1) Junior Mechanic	Rs. 114/- per day
(2) Assistant Store Keeper	
(3) Dealing Boy	

(1)	(2)	(3)
(4) Mechanic Operator	Rs. 114/- per day	
(5) Processor		
(6) Peeling Mechanic Operator		
(7) Machine Operator.		

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY – III

(1) Grinder	Rs. 103/- per day
(2) Mixer	
(3) Cleaner/Washer Helper	
(4) Peeler	Rs. 103/- per day
(5) Labourer	
(6) Bottle Loading Operator	
(7) Gardener	
(8) Ice Loader	
(9) Loader.	

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### EXPLANATION:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by Agreement or Settlement or Contract or contractors regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (4) Both men and women workers shall be paid the same rates of wages revised for the same category or for equal work.
- (5) The minimum rates of wages payable to an adolescent shall be the same as revised under this Notification for an adult.
- (6) Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

(7) Where payment is made on piece rate basis for any of the category for which time rate is fixed, the wages of the employees shall not be less than the minimum time rate fixed for the normal days of work.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

### Notification

28/33/2006-LAB (11)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", as shown in the Schedule below:-

### S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
I. (1)	Grader	Rs. 90/- per day
	(2) Roaster	Rs. 103/- per day
	(3) Packer	
	(4) Soldere	
	(5) Dryer (bhattiwala)	
	(6) Soaker	
	(7) Carpenter	
	(8) Stencillor	
	(9) Bag Carriers	
	(10) General Workers	
	(11) Peon	
	(12) Watchman	
	(13) All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (2) to (12) above.	
(14)	Supervisory (Grading)	Rs. 109/- per day
(15)	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (14) above.	
(16)	Clerk with qualification (matriculates and above)	
(17)	Typist	
(18)	Cashier	
(19)	Storekeeper	
(20)	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (16) to (19) above.	
(21)	Driver	Rs. 116/- per day
(22)	Sheller and Peeler	Rs. 7.50 per kg. with the work load of 12 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

**CONDITIONS:**

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers have to be paid the same rates of wages revised for the category and for equal work.
- (5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.
- (6) Where payment is made on piece-rate basis for any of the categories for which time-rate is fixed, the wages of the employees shall not be less than the minimum rates revised for a normal day's work.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

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**Notification**

28/33/2006-LAB (12)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles Manufacture**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called

the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles Manufacture**", as shown in the Schedule below:-

**S C H E D U L E**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(1)	Foreman	Rs. 125/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator.	

Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.

**CATEGORY – II**

(1)	Pressman	Rs. 120/- per day
(2)	Mistry	
(3)	Operator	
(4)	Machine Operator	
(5)	Supervisor	
(6)	Moulder	
(7)	Machine Mechanic	
(8)	Mechanic	
(9)	Tiles Salter	
(10)	Colour Mixerer	
(11)	Draftman	

(1)	(2)	(3)
(12) Electrician		Rs. 120/- per day
(13) Carpenter		
(14) Fitter		
(15) Turner		
(16) Welder		
(17) Crusher Operator		
(18) Technician.		

Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY – III

(1) Asst. Supervisor	Rs. 109/- per day
(2) Asst. Electrician	
(3) Asst. Carpenter	
(4) Asst. Turner	
(5) Asst. Welder	
(6) Asst. Machine Operator	
(7) Asst. Fitter	
(8) Asst. Fireman.	

Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY – IV

(1) Clay Slakers	Rs. 103/- per day
(2) Helpers	
(3) Labourer	
(4) Sweeper	
(5) Peon	
(6) Gardener	
(7) Hamal	
(8) Worker	
(9) Coolie	
(10) Office Boy.	

Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### ADMINISTRATION – V

(1) Manager	Rs. 132/- per day
(2) Head Clerk	
(3) Accountant	
(4) Senior Store Keeper	
(5) Store Superintendent	
(6) Stenographer.	

#### CLERICAL – VI

(1) Clerk	Rs. 125/- per day
(2) Store Keeper	
(3) Store Clerk	
(4) Accounts Clerk	
(5) Cashier	
(6) Typist	
(7) Telephone Operator.	

#### EXPLANATION:

- (1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by agreements/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractors or sub-contractor, etc.
- (3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers have to be paid the same rates of wages fixed for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

#### Notification

28/33/2006-LAB (13)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, “**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**”, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the

date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", as shown in the Schedule below:-

#### S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 103/- per day
(II)	Semi-skilled	Rs. 118/- per day
(III)	Skilled	Rs. 139/- per day
(IV)	Highly-Skilled	Rs. 154/- per day
(V)	Clerical	Rs. 132/- per day

#### EXPLANATION:

**UNSKILLED**:- Unskilled work is one which involves simple operation requiring no skill and includes workmen such as labourers, helpers, sweepers, hamals/coolies, etc.

**SKILLED**:- Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

- Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

- The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- Both men and women workers have to be paid the same rates of wages as revised for the particular category and for equal work.
- In case of employee employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rate revised under this Notification.
- The minimum rates of wages revised are all inclusive including for weekly day of rest.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

#### Notification

28/33/2006-LAB (14)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with**

**effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "*(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building*", as shown in the Schedule below:-

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(1)	Belder	Rs. 104/- per day
(2)	Brick moulder	
(3)	Chainman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title Turner.	

**(I) UNSKILLED**

(14) Bhisti	Rs. 103/- per day
(15) Bullock Cart driver	
(16) Coolie	
(17) Hamal	
(18) Khalasi	
(19) Labourer	
(20) Manai	
(21) Mazdoor	
(22) Sweeper	
(23) Watchman	
(24) Water Carrier	
(25) Bajri Spreader	
(26) Beatr Woman	
(27) Bellow Woman	
(28) Bucker man	
(29) Carrier (Stone)	
(30) Cart man	
(31) Care taker (Bridge)	
(32) Cleaner	
(33) Concrete (hand mixer)	
(34) Draffadar	
(35) Driver (bullock)	
(36) Flag Man	
(37) Gangman	
(38) Kamin	
(39) Gate Man	
(40) Kamp man	
(41) Searcher	
(42) Signal Man	
(43) Striker	
(44) Trolley man	
(45) Valve Controller	

(1)	(2)	(3)
(46) Wooderman		Rs.103/- per day
(47) Berryman		
(48) Mucchers, Jamdars		
(49) Singers.		
Any other category, by whatever name called, which are of unskilled nature.		
<b>(II) SEMI-SKILLED/UNSKILLED SUPERVISORY</b>		
(1) Brick Layer (Class II)		Rs. 111/- per day
(2) Cook		
(3) Carpenter		
(4) Driller (hole rock)		
(5) Driller		
(6) Excavator		
(7) Fitter (Assistant Semi-skilled)		
(8) Head Surveyor		
(9) Blacksmith		
(10) Mason (brick layer, second class)		
(11) Quarry man		
(12) Quarry operator		
(13) Male (Blacksmith Carpenter)		
(14) Stone breaker		
(15) Stone man		
(16) Stone cutter (Higher Grade)		
(17) Upholstered (Grade II)		
(18) Sewer Layer (1 <sup>st</sup> Class and Hatcher)		
(19) Bearer		
(20) Bhisti (with mask)		
(21) Belder		
(22) Artisan Helper		
(23) Brick/Tile Moulder		
(24) Cane Weaver		
(25) Charpoy/Stringer		
(26) Cleaner (Truck Roller Concrete Mixer etc.)		
(27) Colour/White Washer		
(28) Cane Man		
(29) Daftri		
(30) Fireman		
(31) Glazier		
(32) Fitter		
(33) Head Chowkidar		
(34) Bhandhari		
(35) Mate		
(36) Mazdoor		
(37) Pump Attendant		
(38) Sprayman (Bitumen, Tar, etc.)		
(39) Stone Cutter		
(40) Tinsmith		
(41) Farrash		
(42) Mukadam		
(43) Laboratory Boy		
(44) Racjam		
(45) Balshawala		
(46) Bhisti		
(47) Cane Weaver		
(48) Chain Man (Head)		
(49) Driller		
(50) Driller (Hole Rock)		
(51) Fireman		
(52) Gate Keeper		
(53) Grinder		
(54) Garser-Cum-Fireman		
(55) Hammerman		

(1)	(2)	(3)	(1)	(2)	(3)
(56) Jamadar		Rs. 111/- per day	(22) Machinist		Rs. 112/- per day
(57) Oilman			(23) Mechanic		
(58) Storeman			(24) Meter Reader		
(59) Boilerman.			(25) Moulder		
Any other category, by whatever name called, which are of semi-skilled nature.			(26) Head Cook		
<b>(III)(A) HIGHLY SKILLED</b>			(27) Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, vibrator etc.)		
(1) Mason (plaster of Paris ornamental work and ceiling)	Rs. 121/- per day		(28) Plaster		
(2) Painter (Artist First Class)			(29) Plumber		
(3) Foreman.			(30) Driver		
<b>(III) (B) HIGHLY SKILLED</b>			(31) Pumpman		
(4) Assistant Foreman	Rs. 117/- per day		(32) Pump engine driver		
(5) Armature (Winder Grade I)			(33) Stone Cutter (Class I)		
(6) Furniture Carpenter			(34) Upholsterer		
(7) Fitter			(35) Stone Chiseller		
(8) Head Mistri			(36) Painter (Oil painter Class II, letter writer)		
(9) Highly skilled electrician			(37) Fitter		
(10) Head Plumber			(38) Tinsmith		
(11) Head Mechanic			(39) Wood Cutter		
(12) Mason (Stone work ornamental)			(40) White Washer (Grade I)		
(13) Tinsmith			(41) Trade man		
(14) Welder			(42) Turner		
(15) Wireman (Grade I)			(43) Work Assistant		
(16) Welder-cum-fitter			(44) Tracer Technical assistant		
(17) Decorator			(45) Tracer		
(18) Air-conditioner.			(46) Technical assistant		
Any other category, by whatever name called, involving work of highly skilled nature.			(47) Cabinet maker		
<b>(IV) (A) SKILLED</b>			(48) Moulder (Brick tiles)		
(1) Assistant Artist, Painter	Rs. 115/- per day		(49) Road inspector		
(2) Armature Winder (Grade II)			(50) Panmon		
(3) Mistry Grade I			(51) Navgani		
(4) Oil Painter Class I			(52) Typrex Vulcaniser.		
(5) Plumber Licensed, Class I			<b>(6) CLERICAL</b>		
(6) Mason (Plaster of Paris Wall).			(1) Clerk	Rs. 115/- per day	
Any other category, by whatever name called, which are of skilled category.			(2) Commuter		
<b>(IV) (B) SKILLED</b>			(3) Store Clerk		
(7) Brick Layer Mason (Class I)	Rs. 112/- per day		(4) Store issue		
(8) Blacksmith (Class I)			(5) Accounts Clerk		
(9) Carpenter (Class I)			(6) Store Keeper (Grade I, II, etc.)		
(10) Concrete Mixer Maker			(7) Tally Clerk		
(11) Concrete Mixer Operator			(8) Time Keeper		
(12) Driver (Road Roller, Concrete Mixer Truck)			(9) Tool Keeper		
(13) Driver (Motor Vehicle)			(10) Telephone Operator		
(14) Driver (Truck, Diesel Engine)			(11) Typist		
(15) Distemperer			(12) Computer.		
(16) Electrician			Any other category, by whatever name called, which are of clerical nature.		
(17) Head man (Wall sinking)			<b>(7) SUPERVISORY</b>		
(18) Mason (Stone Work)			(1) Section Officer/Junior Engineers	Rs. 123/- per day	
(19) Mistri			(2) Supervisor		
(20) Gladier			(3) Overseer.		
(21) Lineman			<b>(8) SPECIAL</b>		
			(1) Bullock-Cart Man with double Bullocks	Rs. 133/- per day	
			(2) Bullock-Cart Man with single Bullock.		

**EXPLANATION:**

- (1) Where, in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;
- (b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rate of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (4) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.
- (5) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.
- (6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.
- (7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

**Notification**

28/33/2006-LAB (15)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", as shown in the Schedule below:-

**S C H E D U L E**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

**(I) SUPERVISORY AND HIGHLY SKILLED STAFF**

- |                  |                   |
|------------------|-------------------|
| 1. Manager       | Rs. 123/- per day |
| 2. Engineer      |                   |
| 3. Foreman       |                   |
| 4. Head Clerk    |                   |
| 5. Head Mechanic |                   |
| 6. Accountant.   |                   |

(1)	(2)	(3)	(1)	(2)	(3)
<b>(II) MECHANIC GRADE</b>			7.	Assistant Turner (Grade-II)	Rs. 109/- per day
1. Engine Mechanic	Rs. 119/- per day		8.	Assistant Machinist (Grade-II)	
2. Fitters			9.	Assistant Cushion Maker (Grade-II)	
3. Machinist			10.	Assistant Vulcanizer (Grade-II)	
4. Painter			11.	Assistant Painter (Grade-II)	
5. Tinsmith			12.	Assistant Boring Barman (Grade-II)	
6. Carpenter			13.	Assistant Sprayman (Grade-II)	
7. Electrician			14.	Assistant Battery man (Grade-II)	
8. Welder			15.	Assistant Tinsmith (Grade-II)	
9. Blacksmith			16.	Office Assistant (Grade-II).	
10. Borer			<b>(VI) UNSKILLED</b>		
11. Auto-Electrician	Rs. 119/- per day		1.	Cleaner	Rs. 103/- per day
12. Vulcanizer			2.	Mazdoor	
13. Driller.			3.	Coolie	
<b>(III) GENERAL STAFF</b>			4.	Sweeper	
1. Assistant Accountant	Rs. 119/- per day		5.	Helper	
2. Clerk			6.	Peon	
3. Typist			7.	Chowkidar	
4. Cashier			8.	Watchman	
5. Telephone Operator			9.	Pump/service man	
6. Store Keeper			10.	Vehicle Attendant	
7. Sales Man			11.	Petrol Pump Attendant	
8. Time Keeper			12.	Office Boy	
9. Bill Collector			13.	Attendant	
10. Driver			14.	Messenger.	
11. Booking Clerk					
12. Store Clerk					
13. Steno-Typist					
14. Tally Clerk					
15. Receptionist					
16. Supervisor.					
<b>(IV) SEMI-SKILLED (GRADE-I)</b>					
1. Assistant Electrician (Grade-I)	Rs. 113/- per day				
2. Assistant Mechanic (Grade-I)					
3. Assistant Fitter (Grade-I)					
4. Assistant Blacksmith (Grade-I)					
5. Assistant Carpenter (Grade-I)					
6. Assistant Welder (Grade-I)					
7. Assistant Turner (Grade-I)					
8. Assistant Machinist (Grade-I)					
9. Assistant Cushion Maker (Grade-I)					
10. Assistant Vulcanizer (Grade-I)					
11. Assistant Painter (Grade-I)					
12. Assistant Boring Barman (Grade-I)					
13. Assistant Sprayman (Grade-I)					
14. Assistant Battery man (Grade-I)					
15. Assistant Tinsmith (Grade-I)					
16. Office Assistant (Grade-I).					
<b>(V) SEMI-SKILLED (GRADE-II)</b>					
1. Assistant Electrician (Grade-II)	Rs. 109/- per day				
2. Assistant Mechanic (Grade-II)					
3. Assistant Fitter (Grade-II)					
4. Assistant Blacksmith (Grade-II)					
5. Assistant Carpenter (Grade-II)					
6. Assistant Welder (Grade-II)					

**EXPLANATION:**

- (1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (2) (a) Unskilled work is one, which involves simple operation requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.
- (4) Both men and women workers shall be paid same rates of wages revised for the same category and for equal work.

- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.
- (6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

### Notification

28/33/2006-LAB (16)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Agriculture", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB, dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, with

**effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Agriculture", as shown in the Schedule below:-

### SCHEDULE

Sr. No.	Category of work	All inclusive minimum wages
(1)	(2)	(3)
<b>(I) FARM SERVANT OR ATTACHED WORKER</b>		
(1)	Adult Farm Servant	Rs. 3172/- per month.
(2)	Adult Cleaner/Sweeper	Rs. 2912/- per month.
<b>(II) AGRICULTURE OPERATION</b>		
(3)	Ploughing	Rs.119/- per day Rs.140/- per day with bullocks.
(4)	Threshing	Rs. 119/- per day.
(5)	Sowing	Rs. 118/- per day.
(6)	Winnowing	Rs. 119/- per day.
(7)	Transplanting	Rs. 118/- per day.
(8)	Harvesting	Rs. 118/- per day.
(9)	Uprooting	Rs. 110/- per day.
(10)	Irrigation	Rs. 110/- per day.
(11)	Weeding	Rs. 110/- per day.
(12)	Manuring	Rs. 110/- per day.
<b>(III) ALLIED OPERATION SKILLED LABOUR</b>		
(13)	Carpenter	Rs. 125/- per day.
(14)	Blacksmith	Rs. 127/- per day.
(15)	Cobbler	Rs. 122 /- per day.
<b>(IV) UNSKILLED OPERATOR</b>		
(16)	Mazdoor/Manai	Rs. 110 /- per day.
<b>(V) DAIRY FARMING AND RAISING ON LIVESTOCK</b>		
(17)	Shed Attendant	Rs. 110/- per day
(18)	Milkman	Rs. 111/- per day
(19)	Cleaner/Sweeper Mazdoor	Rs. 110/- per day
(20)	Grazer/Livestock Attendant	Rs. 110/- per day
<b>(VI) POULTRY AND BEE FARMING</b>		
(21)	Attendant	Rs. 110/-per day
<b>(VII) HORTICULTURE</b>		
(22)	Gardener	Rs. 111/- per day
(23)	Horticulture Assistant	Rs. 113/- per day
<b>(VIII) FORESTRY AND TIMBERING</b>		
(24)	Tree Feller	Rs. 113/- per day
(25)	Mazdoor	Rs. 110/- per day
<b>(IX) GENERAL</b>		
(26)	Digging	Rs. 110/- per day
(27)	Stacking	Rs. 110/- per day
(28)	Pump Operator	Rs. 111/- per day
(29)	Coconut/Arecanut Plucker	Rs. 141/- per day

**EXPLANATION:**

- (1) Where, in any area in the Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- (3) Both, men and women workers, shall be paid the same rates of wages revised for the same category and for equal work.
- (4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (5) The minimum rates of wages revised are all inclusive including for weekly day of rest.
- (6) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary (Labour).

Porvorim, 14th March, 2007.

**Notification**

28/33/2006-LAB (17)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", as shown in the Schedule below:-

**S C H E D U L E**

Sr. No.	Details of Categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)

**(I) SKILLED**

1. Pharmacist/Chemist Rs. 114/- per day Rs. 111/- per day
2. Driver
3. Supervisor
4. Shoemaker/Slippermaker
5. Watch Repairer
6. Cutter/Tailor/Sewing
7. Turner
8. Fitter
9. Utensil maker (Brass and Copper)
10. Machinist
11. Electrician
12. Welder
13. Handicraftsman
14. Metal Engraver
15. Optician
16. Glass Polisher (Optician)
17. Sales Representative/Travelling Salesman
18. Wireman
19. Foreman
20. Photographer/Retoucher
21. Block Maker
22. Hair Dresser
23. Mill Operator
24. Carpenter
25. Tinsmith
26. Vulcanizer
27. Mechanic
28. Blacksmith
29. Moulder
30. Painter

(1)	(2)	(3)	(4)
31. Weighman	Rs. 114/- per day	Rs. 111/- per day	
32. Metal Sprayman			
33. Glass Cutter			
34. Pastryman			
35. Compounder (with Diploma)			
36. Computer Operator.			

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

**(II) SEMI-SKILLED**

1. Salesman (Counter)	Rs. 106/- per day	Rs. 103/- per day
2. Assistant Mechanic		
3. Assistant Fitter		
4. Assistant Electrician		
5. Assistant Blacksmith		
6. Assistant Carpenter		
7. Assistant Turner		
8. Assistant Welder		
9. Assistant Machinist		
10. Assistant Tinsmith		
11. Assistant Vulcaniser		
12. Assistant Sprayman		
13. Assistant Moulder		
14. Assistant Painter		
15. Assistant Trailer		
16. Assistant Glass Cutter		
17. Assistant Wireman		
18. Cushion Maker		
19. Compounder		
20. Dhobi/Washerman		
21. Ironer/Laundryman		
22. Polisher (Carpenter)		
23. Baker		
24. Pressman		
25. Glazer		
26. Helper (Hair Dresser)		
27. Mali Gardener		
28. Lift Attendant		
29. Mill Hand		
30. Frame Maker.		

**(III) CLERICAL**

**(A)**

1. Accountant	Rs. 111/- per day	Rs. 108/- per day
2. Steno-Typist		
3. Telephone Operator		

**(B)**

1. Clerk	Rs. 107/- per day	Rs. 104/- per day
2. Store Clerk		
3. Tally Clerk		
4. Store Clerk		
5. Typist		
6. Receptionist		
7. Godown Keeper		

**(IV) UNSKILLED**

1. Chowkidar	Rs. 103/- per day	Rs. 100/- per day
2. Cleaner		
3. Labourer		
4. Loader/Unloader		

(1)	(2)	(3)	(4)
5. Attendant	Rs. 103/- per day	Rs. 100/- per day	
6. Mazdoor			
7. Sweeper			
8. Helper			
9. Peon			
10. Delivery boy/Messenger			
11. Packer			
12. Assistant Salesman			
13. Watchman			
14. Office Boy			
15. Pump Attendant			
16. Newspaper delivery boy.			

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

**EXPLANATION:**

(I) (a) Zone 'A' shall comprise the areas within the limits of the Corporation of the City of Panaji and Municipal limits of Margao, Vasco, Mapusa, Ponda, Bicholim and the establishments located in the Industrial Estates set up by the Industrial Development Corporation or Economic Development Corporation , Panaji, or any other statutory organization/corporation.

(b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.

(II) (a) The minimum rate of wages shall consist of an all inclusive rate of wages.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rates of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise.

(c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

(III)(a) Unskilled work is one, which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

- (c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgement.
- (IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (V) Both, men and female workers, shall be paid the same rates of wages revised for the category and for similar work.
- (VI) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this notification.
- (VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this notification.
- (VIII) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar*, Under Secretary  
(Labour).

Porvorim, 14th March, 2007.

### Notification

28/33/2006-LAB (18)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", as shown in the Schedule below:-

### S C H E D U L E

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
<b>(I) UNSKILLED</b>		
1.	Peon	Rs. 106/- per day
2.	Chowkidar	
3.	Sweeper	
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	
Any other category, by whatever name called, which is of unskilled nature.		
<b>(II) SEMI-SKILLED</b>		
1.	Electrician (Helper)	Rs. 108/- per day
2.	Mechanic (Helper)	
3.	Fitter (Helper)	
4.	Blacksmith (Helper)	
5.	Carpenter (Helper)	
6.	Welder (Helper)	
7.	Turner (Helper)	
8.	Machinist (Helper)	
9.	Cushion Maker (Helper)	
10.	Vulcanizer (Helper)	
11.	Painter (Helper)	
12.	Boring Barman	
13.	Sprayman	
14.	Conductor.	
Any other category, by whatever name called, which is of semi-skilled nature.		

(1)	(2)	(3)	(4)
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**(III) SKILLED**

1. Mechanic	Rs.113/- per day.
2. Fitter	
3. Electrician	
4. Blacksmith	
5. Carpenter	
6. Welder	
7. Turner	
8. Boring Barman	
9. Machinist	
10. Cushion Maker	
11. Tinsmith	
12. Vulcanizer	
13. Painter	
14. Spray painter	
15. Re-trader	
16. Moulder	
17. Lineman.	

Any other category, by whatever name called, which is of skilled nature.

**(IV) HIGHLY SKILLED**

<b>(A)</b>	
1. Head Mechanic	Rs. 119/- per day
2. Garage Supervisor	
3. Driver (Goods Transport).	

  

<b>(B)</b>	
Driver (light vehicle, Passenger Transport and bus).	Rs. 110/- per day

**(V) GENERAL STAFF (clerical etc.):**

<b>(A)</b>	
1. Clerk	Rs. 117/- per day
2. Typist	
3. Booking Clerk	
4. Store Clerk	
5. Store Keeper	
6. Ledger Keeper	
7. Steno Typist	
8. Receptionist	
9. Checker	
10. Cashier	
11. Accounts Clerk	
12. Time Keeper	
13. Telephone Operator	
14. Store Issuer	
15. Tally Clerk.	

  

<b>(B)</b>	
1. Head Clerk	Rs. 120/- per day
2. Auditor/Accountant	
3. Head Cashier.	

**EXPLANATION:**

- (1) Where, in any area/establishment in the Scheduled employment, wages revised under this notification are lower than the wages fixed by agreement/settlement or contract or regulations attached to the

conditions of contract, the higher rates would be payable as minimum wages under the notification

- (2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

- (3) The minimum rates of wages are applicable to employees engaged by the principal employers or contractor/s or sub-contractor/s, etc.
- (4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, dearness allowance and interim relief but does not include bhatta/food allowance/H.R.A./Washing allowance or similar payments.
- (5) Both, men and women workers shall be paid the same rates of wages for the same category and for equal work.

- (6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

By order and in the name of the Governor of Goa.

*Hanumant T. Toraskar, Under Secretary (Labour).*

Porvorim, 14th March, 2007.

**Notification**

28/33/2006-LAB (19)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various

trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", as shown in the Schedule below:-

#### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages		
		Zone "A"	Zone "B"	Zone "C"
(1)	(2)	(3)	(4)	(5)

#### (I) SKILLED

1. Cook or Head Cook	Rs. 2748/- Rs. 2668/- Rs. 2618/-
2. Achari	per month
3. Maharaj	per month
4. Basoya	per month
5. Ustad	per month
6. Bavarchi	per month
7. Khansama	per month
8. Manager	per month
9. Accountant	per month
10. Sweetmeat maker of Farsan-maker (Malwalla)	per month
11. Clerk	per month
12. Telephone Operator	per month
13. Electrician	per month
14. Tailor	per month
15. Carpenter	per month
16. Head Pantry man	per month
17. Gardener who is doing the work of planting	per month
18. Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)	per month

(1)	(2)	(3)	(4)	(5)
19. House Keeper	Rs. 2748/-	Rs. 2668/-	Rs. 2618/-	
20. Head Waiter	per month	per month	per month	
21. Butler				
22. Supervisor				
23. Steward				
24. Cashier				
25. Head Baker				
26. Mistry				
27. Store Keeper				
28. Barman.				

Employees, by whatever names called doing the work of nature done by persons falling under the foregoing entries.

#### (II) SEMI-SKILLED

1. Assistant Manager	Rs. 2638/-	Rs. 2598/-	Rs. 2548/-
2. Assistant Malwala	per month	per month	per month
3. Samosa-Wala			
4. General Workers	(relieved or one attend to two or more duties of semi-skilled categories)		
5. Rotiwala			
6. Chapatiwala			
7. Puriwala			
8. Dosawala			
9. Tandur-Rotiwala			
10. Bhajiwala			
11. Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)			
12. Pantry man (one who prepares sandwiches toasts, faloodas, omlette, etc.)			
13. Mandiwala-cum-coffee/tea maker			
14. Liftman			
15. Handiwala (Asst. Cook)			
16. Wireman			
17. Asst. Cook			
18. Billard Maker			
19. Standwala (Tek Maker)			
20. Market Man			
21. Boiler Man			
22. Fountain Barman			
23. Pumpman			
24. Gas Filer			
25. Fountainman (who prepares syrups, ice-cream, fruits salad etc.)			
26. Falooda Maker			
27. Syrup Maker			
28. Lassewala-cum-salesman			
29. Waiter-cum-tablewala			
30. Vendor (who keeps accounts)			
31. Orderwala (shouting bill or writing bills)			
32. Kabab Seelwala			
33. Bhelpuriwala			
34. Floor Waiter			

Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.

(1)	(2)	(3)
<b>(III) UNSKILLED</b>		
1. Gaze boy	Rs. 2568/-	Rs. 2558/-
2. Game boy	per month	per month
3. Bell boy	per month	per month
4. Page boy		
5. Room boy		
6. Tea boy		
7. Class boy		
8. Dish boy		
9. Water boy		
10. Order boy		
11. Pantry boy		
12. Kitchen boy		
13. Office boy		
14. Message boy		
15. Soda Fountain boy		
16. Sweeper		
17. Cleaner		
18. Hamal		
19. Jamadar		
20. Coolie		
21. Mazdoor		
22. Gadi		
23. Chokra		
24. Boy		
25. Pantewala Panika-chem burwala		
26. Paniwala		
27. Cupwala		
28. Dishwala		
29. Boadiwala		
30. Horiwala		
31. Kholiwala (room boy not doing the work of waiter)		
32. Madaniwala (one who fills the dishes)		
33. Lassiwala		
34. Orderwala		
35. Phatakwala		
36. Vadpi (Service)		
37. Waterman		
38. Laundryman		
39. Chatniwala		
40. Lemonman		
41. Billard Boy		
42. Grain Cleaner (male or female)		
43. Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature.)		
44. Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.		
45. Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.		

**EXPLANATION:**

**Zone A:** Comprises the area within the limits of the Corporation of the City of Panaji, and Municipalities, such as, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location

**Zone B:** Comprises the area within the limits of the places of Bicholim, Pernem, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga and Curchorem.

**Zone C:** Comprises all other places in the State of Goa not covered under Zone 'A' and Zone 'B'.

The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concession.

The amount deductible as food allowance shall be uniformly Rs. 420/-, Rs. 392/- and Rs. 364/- per month in Zone "A", Zone "B" and Zone "C", respectively.

(1) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institute and performance of which calls for initiative and judgement.

(2) The minimum rates of wages are applicable to employees employed by the principal employer, contractors or sub-contractors, etc.

(3) Both, men and women workers shall be paid the same rates of wages revised for the same category and for equal work.

(4) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

(5) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which they belong by 26, the quotient stepped up to the nearest paise.

(6) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 14th March, 2007.

**Notification**

28/33/2006-LAB (20)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fibre, thread yarn spinning and weaving including handloom weaving**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 26, dated 29-09-2006, under Notification No. 28/33/2006-LAB dated 25-09-2006 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 29-09-2006;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, **with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fibre,**

**thread yarn spinning and weaving including handloom weaving**", as shown in the Schedule below:-

**S C H E D U L E**

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)
I.	Unskilled	Rs. 93/- per day
II.	Semi-skilled	Rs. 99/- per day
III.	Skilled	Rs. 105/- per day
IV.	Highly skilled	Rs. 115/- per day
V.	Clerical	Rs. 104/- per day

**EXPLANATION:**

- (a) **Unskilled work**:- Unskilled work is one which involves simple operation requiring no skill and includes labourers, helpers, sweepers, hamals//coolies, etc.
- (b) **Skilled**:- Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.
- (1) Where in any area, wages revised under this Notification are lower than the wages prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefits of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.
- (3) Both men and women workers have to be paid the same rate of wages as revised for the particular category and for equal work.
- (4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates revised under this Notification.
- (5) The minimum rates of wages as revised consists of all inclusive rates including wages payable for weekly day of rest.

By order and in the name of the Governor of Goa.

Hanumant T. Toraskar, Under Secretary (Labour).

Porvorim, 14th March, 2007.